DDS

STANDARD FORM NO. 64

Approved For Release 2001/08/10: CIA-RDP78-04718A002600170045-8

Office Memorandum . United States Government

TO : Director of Personnel

DATE: 13 FEB 1958

FROM: Director of Communications

SUBJECT: Loss of Experienced Employees

Reference: Memo for D/CO, Subj as above, dtd 28 Jan 1958

- 1. In reviewing our personnel losses during the calendar year 1957, it was determined that eleven (11) employees in grades GS-11 and above resigned from this Office. On two or three occasions, the employees' resignations were related to a desire for higher salary or other inducements. Most of the resignees left the Office of Communications for reasons which were generally to the mutual benefit of the individuals and the organization; e.g., subject married a foreign national; subject's speciality no longer needed by the Agency; or subject had no interest in overseas assignments.
- 2. Although the Office of Communications has not experienced a serious loss of personnel GS-11 and above, I am well aware of the fact that the Federal Government cannot always meet the wages offered by private industry in its effort to obtain the highest caliber employee. However, I am not aware of any attempt by industry to systematically recruit members of my staff.
- 3. Currently this Office is becoming increasingly concerned with the threatened loss of experienced GS-9 employees who for lack of promotional opportunities are finding outside offers more attractive. The limitations imposed by the present personnel ceiling will, we believe, continue to make the retention of our more promising employees more difficult. Moreover, a large number of companies competing with this Agency for high caliber electronic engineers and technicians are located on the west coast or in Florida where the climate and living conditions in general are such as to place them in a more advantageous position for recruiting career employees.
- 4. Presupposing the steadfast loyalty of our employees who are members of the career staff, the Office of Communications does not view the present problem of retaining a competent and effective work force as alarming. However, it recognizes the need to remain alert to those factors which foreshadow the resignations of our more able career employees and to keep the Office of Personnel informed so such action is feasible may be taken to prevent their departure.

25X1A9a

JUNEAU POPPER NO. SA

· Mille Memorandum · UNITED STATES GOVERNMENT

to : Pirzein, of Personnel

DATE: AN FER INER

MOM : Director of Communications

SUBJECT: AANDE DE EXPLOY MOSE L'ADELOYEUR

- durance: Morno for 14/CC, own is shove, did 28 Jun 1953

- is the coviowing our personner tosses auring the catendar year 1957, is included that the very (in) simployees to prudes that a tend above as the first of the very first or the contract of t
- A. Althorable the values of Communications has not experienced a surines to be a periods of the fact that the Federal of the modern and the Federal of the modern and another may be made uttent by private industry in its subject to make a compose. Inowever, I am not aware of any the firming by industry to exist majority recrait members or my stait.
- it thereway this Office is recoming increasingly concerned with the formal concerned with the formal concerned with the formation of the conference of the formation of the form
- i. In additional distance such exacts in variety of our enquences who are members on to a contract of our, and article of one or micacions does not view the organization to be a commented and effective work increase at invariant. However, it is to those factors which increased an entering a first to those factors which increased on a contract of our more polyconteness and converge the confidence of our more polyconteness and converge to each other and a contract of the cont

FED 13 3 16